

TALENT INTELLIGENCE

Hiring drags. Top candidates walk. Nobody sees it coming.

One AI-powered talent acquisition platform that runs entirely inside Microsoft 365 — with agentic AI that scores every candidate and forecasts offer acceptance *before* you extend the offer.

- 23 hrs to screen one hire
- In your tenant
- Zero per-seat fees
- 8 Azure OpenAI engines

CANDIDATE SHORTLIST — LIVE MATCH

RecruitIQ

Thandi Mokoena — Senior Developer

94% match · skills, seniority & experience aligned

TOP MATCH

James Carter — DevOps Engineer

Match Engine: 68% — two must-have skills missing

PARTIAL FIT

Priya Naidoo — Lead Engineer

Attrition Forecaster: 92% match — counter-offer / flight-risk signal

STRONG

The AI reads the signals, not just the CV. The third candidate scores highest — and is forecast to take a counter-offer before your offer lands.

THE GAP TODAY

Screening lives in inboxes. Pipelines live in spreadsheets. Candidate data lives everywhere but your tenant.

Manual screening

Recruiters burn 23 hours reading CVs for a single hire — work a trained AI could shortlist in seconds.

Slow process, lost talent

Top candidates drop off because your pipeline is too slow — and you find out only after they've accepted elsewhere.

Ungoverned candidate data

Applicant PII sits in third-party ATS databases your IT team can't audit, govern or secure — a POPIA exposure.

DWx RecruitIQ replaces the sprawl with one platform that runs inside Microsoft 365 — and adds agentic AI that **scores, ranks and forecasts before a great candidate slips away**. The engines advise; your recruiters decide.

THE DIFFERENCE

Eight agentic AI engines. Proactive, dynamic, real-time.

They don't wait for a command — they scan, score and surface intelligence the moment it matters. No candidate is ever auto-rejected. Humans always make the final call.

AI CV Parser

Extracts skills, experience, education and qualifications from any CV format — PDF, Word or scanned image — and structures it instantly for scoring.

Candidate-Role Matching

Scores every candidate against role requirements with a transparent confidence percentage, surfacing best-fit talent in seconds, not days.

Interview Q Generator ADVISORY

Generates role-specific, competency-aligned interview questions for each position — structured question sets, not generic templates.

Offer Letter Drafting

Drafts personalised offers from approved templates, pre-filling salary, benefits, start date and role terms. Review, approve, send in minutes.

Bias Detection ADVISORY

Scans job descriptions and screening criteria for biased language and thresholds — flagging issues before they ever reach candidates.

Predictive Attrition ADVISORY

Predicts the likelihood a candidate accepts your offer from role fit, market data and engagement signals — so you act before they ghost.

Talent Pool Intelligence ADVISORY

Re-surfaces passive candidates and past silver-medallists from your own applicant history the moment a matching role opens up.

Recruitment Copilot

Ask your hiring data in plain English — "which roles have the highest drop-off at phone screen?" — and get an answer, zero report-building.

THE PLATFORM

Everything you need to hire — in one place.

- ✓ AI CV Parsing & Scoring — confidence-scored against role requirements
- ✓ Diversity & Inclusion Analytics — live pipeline drop-off tracking
- ✓ Multi-Stage Interview Pipeline — scorecards, assignments, auto-scheduling
- ✓ LinkedIn & Job Board Integration — publish to LinkedIn, Indeed and boards
- ✓ Requisition Approval Workflows — budget & headcount checks, auto-routed
- ✓ Automated Reference Checking — structured feedback, concern flags
- ✓ Offer Letters & E-Signatures — AI-drafted, signed in-portal
- ✓ Hiring Manager Dashboard — pipeline & comparisons inside Teams
- ✓ Candidate Self-Service Portal — apply, upload, track status
- ✓ Onboarding Handoff to DWx JML — zero re-keying, day-one ready

WHY DWX

What third-party recruitment SaaS can't do.

Compared with the ATS platforms most teams bolt on around Microsoft 365 — Greenhouse, Lever, Workday Recruiting, Indeed.

Capability	DWx RecruitIQ	Third-party ATS / SaaS
Runs inside your Microsoft 365 tenant	Yes	No
Zero candidate data leaving your environment	Yes	No
Priced per tenant — no per-seat SaaS fees	Yes	No
Predictive offer-acceptance forecasting	Yes	No
Natural-language Copilot across your hiring data	Yes	No

THE ROI CASE

Measurable impact from day one.

Faster screening, faster hires, less admin — and every candidate record kept inside your own tenant.

75%↑

Faster CV screening

Azure OpenAI parses and scores CVs in seconds, not hours of manual reading.

60%↓

Reduction in time-to-hire

AI parsing, automated screening and streamlined approvals compress the timeline.

40%↓

Less recruiter admin

Self-service portals, automated reference checks and AI-drafted comms free recruiters for people.

100%↑

Candidate data sovereignty

Every applicant record stays inside your M365 — no third-party ATS database.

WHO IT'S FOR

A tailored view for every seat at the table.

HEAD OF TALENT

Strategy, D&I & compliance

"Show me our D&I metrics, time-to-hire and cost-per-hire across every department — without chasing five different reports."

RECRUITER

Less admin, more people

"Stop making me read 200 CVs by hand. Let the AI shortlist, draft the outreach, and flag the candidate about to take a counter-offer."

HIRING MANAGER

Decide without leaving Teams

"Show me my top candidates ranked by fit, generate the interview questions, and let me send the offer — all inside Teams."

ENTERPRISE-GRADE · MICROSOFT-NATIVE

It runs in your tenant. Microsoft bills you directly.

Built on Azure OpenAI with no black-box dependencies and no data lock-in. RecruitIQ runs in your Azure subscription in South Africa North — candidate data never leaves your environment, and you remain the data controller. POPIA-aligned by design.

Azure paid direct to Microsoft. First Digital does not mark up Azure.

Azure OpenAI · GPT-4o

SharePoint Online

Microsoft Teams

Microsoft Graph

Azure Functions · .NET 8

SPFx · React · Fluent UI

~R14k

INDICATIVE AZURE / MONTH MEDIUM-BAND DEPLOYMENT

See it score your shortlist.

Stand RecruitIQ up in your tenant, on your real requisitions. Two weeks to watch the AI shortlist a role and flag a flight-risk before you make the offer.

Book a talent pilot —

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